



CITY OF SOMERVILLE, MASSACHUSETTS

LAW DEPARTMENT

June 13, 2019

Chris Dwan - Muckrock

Via email: 74035-93867620@requests.muckrock.com

Dear Mr. Dwan:

This e-mail is in response to your public records request dated May 25, 2019 and received by the City of Somerville on May 28, 2019, in which you requested the following records:

All complaints and communications related to those complaints, related to animal control in Somerville, from 2016 to the present.

Attached is a copy of a notice of claim from Charles River Alleycats. Information has been redacted pursuant to exemption (c) of the public records law. The privacy exemption applies to materials or data relating to a specifically named individual, the disclosure of which may constitute an unwarranted invasion of personal privacy.

Please be advised that other responsive records have been identified and these records are withheld from disclosure pursuant to exemption (c) of the Massachusetts public records law. Exemption (c) applies to "personnel...files or information; also any other materials or data relating to a specifically named individual, the disclosure of which may constitute an unwarranted invasion of privacy." MGL c. 4, §7(26)(c). The Supreme Judicial Court has held that personnel information that "is useful in making employment decisions regarding an employee" may be withheld pursuant to the first clause of Exemption (c) of the Public Records Law. Wakefield Teachers Ass'n. v. School Comm., 431 Mass. 792, 798 (2000). In that decision, the Court held that personnel information includes but is not limited to "...employment work evaluations, disciplinary documentation, and promotion, demotion, or termination information pertaining to a particular employee." Id. at 798. (emphasis added). For example, a 2006 decision of the Supervisor of Records held that a complaint letter under investigation by a public entity may be withheld as it constituted "personnel information." SPR 06/082. Accordingly, those records are withheld under the public records law.

No fee has been assessed in order to respond to this request. You have the right to seek an administrative appeal to the Supervisor of Public Records under 950 CMR 32.08(1) and the right to seek judicial review by commencing a civil action in the superior court. Contact information for the Records Access Officer is: Francis X. Wright, Jr., City Solicitor, City Hall, 93 Highland Ave., Somerville, MA 02143, Phone: (617) 625-6600 x4400 Email: publicrecords@somervillema.gov.

Sincerely,

David P. Shapiro
Assistant City Solicitor



SOMERVILLE CITY HALL • 93 HIGHLAND AVENUE • SOMERVILLE, MASSACHUSETTS 02143
(617) 625-6600, EXT. 4400 • TTY: (617) 666-0001 • FAX: (617) 776-8847

www.somervillema.gov • E-mail: Law@somervillema.gov





2019 APR 12 P 12:11

CITY CLERK'S OFFICE
SOMERVILLE, MA

Charles River Alleycats

PO Box 290759

Boston, MA 02129

(617) 945-2430

info@charlesriveralleycats.org

April 10, 2019

City Clerk's Office, Somerville City Hall
93 Highland Avenue
Somerville, MA 02143

CITY OF SOMERVILLE
LAND DEPARTMENT
2019 APR 12 A 11:36

Dear Clerk,

Attached please find our Notice of Claim as referred to us by Jason Grossfield, Assistant City Solicitor.

1. Jacqueline Betty, Director of Operations
Charles River Alleycats, Inc.
PO BOX 290759, Boston, MA 02129
info@charlesriveralleycats.org
(617) 945-2430 business
[REDACTED]

2. Thursday, December 13, 2018 between approximately 5 and 7 PM,

3. [REDACTED] Somerville, MA 02145,

4. On December 13, 2018, CRA received a call from a Somerville resident on [REDACTED] who found an extremely ill cat in the course of looking for her own lost pet cat. She had called Officer Michael Lapiana for three days and had left multiple voicemails regarding the sick cat but had received no return call. During all three of those those days, the shelter was listed as being open per the city website. Officer Lapiana finally called the resident back after the numerous detailed voicemails she had left, the resident explained the cat's situation to Officer Lapiana including how the cat was very sick and was getting worse each day, indicating that she didn't have a car, and that the cat was friendly so most likely had an owner looking for it. Officer Lapiana's response was that he "just didn't have time" to come out to pick up

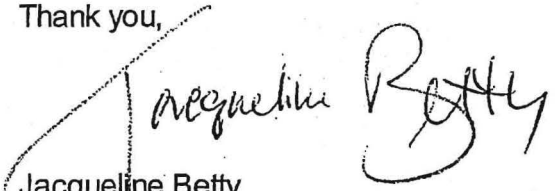
the cat or to drop off with a vet. He then advised the resident to put the cat back outside "because it might have diseases that could be given to her other pets." He did not offer to scan it for a microchip or take a photo to see if it matched missing cat reports. When the resident said she didn't feel comfortable putting such a sick cat back outside, he said to call CRA and that "they would come pick up the cat" for her. When the woman called us, she described the cat as lying on its side, not moving, and the skin and eyes were yellow (clearly indicating liver failure.) CRA called a local veterinarian who works with both CRA and Somerville Animal Control and told them that the woman would be bringing in an emergency. The woman got a ride from her daughter and brought the cat in to that vet. The diagnosis was liver failure but the vet said since the cat was very friendly and likely owned by someone looking for their cat, he was going to try to save it. The cat held her own for a couple of days but took a turn for the worse and was ultimately euthanized to spare further suffering. No one was able to locate an owner, Michael Lapiana never followed up with either CRA or the resident from [REDACTED]

5. Officer Michael Lapiana not only was failing to perform his basic job duties as per his job description, but he was woefully unqualified for this position from the very beginning. As per the City Council's meeting minutes of October 13, 2016 by various aldermen stating, "there is no animal experience on the candidate's resume", "sees nothing related to animal care and control", and "this hire is a disservice to the city and believes that a more qualified person should have been hired."
 - a. Based on the "job duties" section of the Somerville Animal Control's job description (copy attached) Michael Lapiana has failed in the following:
 - i. Responding to injured domestic animal reports,
 - ii. Transporting the animal to the appropriate veterinary facility,
 - iii. Locating the owner of the injured animal when possible,
 - iv. Responding to reports of domestic or wild animals in distress/trapped in unusual places and rescues the animal, returning the animal to the owner, or transporting the animal for further care.
 - b. Based on the "job requirements" section of said job description, Michael Lapiana was not only initially unqualified but is still somehow not qualified after 2 years on the job in the following capacities, italics for emphasis:
 - i. Position requires a high school diploma or equivalent, and *at least 3 years of experience in animal care and control;*
 - ii. or any equivalent combination of education, training and experience which provides the *required knowledge, skills and abilities to perform the essential functions of the job.*

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6. Due to the negligence of the city hiring an unqualified person as an animal control officer that was never capable of and still cannot perform basic job duties, CRA is seeking a claim for the payment of all veterinary bills related to this cat. Officer Lapiana has been repeatedly told by CRA that we are a very small, volunteer-based nonprofit organization that helps caretakers for feral (wild) cats match up with local resources for spay/neuter in towns throughout the Greater Boston area. CRA is not located anywhere near Somerville, we are not animal control for any town, we do not pick up friendly cats, we do not provide veterinary care, and we have only one staff person making it nearly impossible to help people for emergencies like this case with a jaundice cat that desperately needed immediate care. Michael Lapiana was negligent in his duties by taking three days to return a call from a resident, repeatedly refused to go to the house only 1 mile away from the shelter to investigate the situation, advised a resident to release an obviously sick and dying cat back outside where it would suffer, refused to help locate an owner, refused to bring to a vet for life-saving care or to even euthanize to spare it from suffering, and advised a resident to call a nonprofit to do his job for him when he is fully aware that is not the mission of our organization.
7. Attached please find a receipt in the amount of \$546.64 along with medical records from Huron Veterinary Hospital located at 70 Beacon Street, Somerville, MA 02143. The cat was admitted on Thursday, December 13, 2018 and was seen by Dr. Chris Ulrich. The CRA ID # used for this cat was 242JB2018, there was no name given to this cat as we could not locate an owner and unfortunately there was no microchip found.
8. The ACO job description as well as the minutes from 2016 regarding the concerns for hiring this ACO are attached.

Thank you,


Jacqueline Betty
Director of Operations

BULLETIN IN ACCORDANCE WITH SECTION 18, CHAPTER 31, MASSACHUSETTS GENERAL LAWS
UNIT "D" Position

TITLE: ANIMAL CONTROL OFFICER
POLICE DEPARTMENT – ANIMAL CONTROL OFFICE

2019 APR 12 P 12:11

SALARY: \$921.68 PER WEEK

CITY CLERK'S OFFICE
SOMERVILLE, MA

LAST DAY FOR APPLYING:

DUTIES:

Employee is responsible for enforcement of State and local laws and regulations related to Animal Control for the City of Somerville; and oversees the care and control of domestic animals and, in some instances, wildlife. Employee is required to perform all similar or related duties. Patrols the roads and ways of the city of Somerville, catching any stray dogs. Returns stray dogs to their owners (if known) or impounds until the owner claims the dog. Issues appropriate citations and fines for violations of state and local laws or regulations related to the care and control of animals. Prepares and files complaints with the District court for unpaid citations. Investigates complaints from the public regarding dog bite incidents and dangerous or aggressive dogs, loose dogs, cruelty or neglect of animals, nuisance or barking dogs; responds to each complaint according to the merit of the situation. Responds to injured domestic animal reports, transporting the animal to the appropriate veterinary facility and locating the owner of the injured animal when possible. Responds when needed to reports of injured wildlife and transports sick or injured wildlife when needed to an appropriate wildlife facility. Responds to reports of domestic or wild animals in distress/trapped in unusual places and rescues the animal, returning the animal to the owner, releasing back to the wild, or transporting the animal for further care. Captures and controls livestock and exotic animals that have escaped their property. Assists other agencies (Police, Fire and Rescue) in rescuing, removing, controlling animals involved in emergency situations such as human medical emergencies, fires, accidents, and warrant searches. Prepares and presents dangerous or nuisance dog hearings for the Board of Selectmen, recommending solutions and sanctions for violations. Monitors and enforces the Selectmen's orders. Inspects stables annually or as needed; takes livestock census annually and reports to State Bureau of Animal Health. Places order of quarantine on domestic animals suspected of having infectious diseases and enforces quarantine. Prepares suspected rabid animals for testing and ensures transport to State laboratory for testing. Enforces the state and local dog licensing law, contacting unlicensed dog owners and issuing fines when appropriate. Creates emergency response plans for pet owners coordinates with other authorities on evacuation centers and pet friendly shelters. Informs the public about emergency planning for pets in Somerville. Educates the public on responsible pet ownership and the laws regarding animals in Somerville; educates children and parents about animal safety. Maintains and updates records, database, and files of information for the department. Performs other duties as assigned by the Police Chief.

QUALIFICATIONS:

Employee must obtain ACO certification, NIMS within one- (1) year of appointment, certification and training for disaster response, Firearms Identification Card (FID) in order to carry OC spray, and have a valid driver's license.

Position requires a high school diploma or equivalent, and at least 3 years of experience in animal care and control; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

State and local laws and by-laws pertaining to animal control, animal husbandry practices and procedures, animal first aid, geographical layout of the city.

Ability to interact effectively and appropriately with the public and other personnel; create accurate and detailed reports of findings, deal with irate customers, and maintain confidential information.

BIDS SHOULD BE FORWARDED TO THE PERSONNEL OFFICE AT CITY HALL
93 HIGHLAND AVENUE, SOMERVILLE MA 02143

Huron Veterinary Hospital

70 Beacon St.
Somerville, MA 02143
617-661-9553

Patient Chart

2019 APR 12 P 12:44

Printed: 04-09-19 at 10:49a

CITY CLERK'S OFFICE
SOMERVILLE, MA

CLIENT INFORMATION

Name Kit Lilly Charles River AC 2019 (7576)
Address Billing: Jacqueline Betty
MA

Phone [REDACTED] Work: [REDACTED] Balance 82.91 (82.91) 03-07-19

PATIENT INFORMATION

Name 242JB2018 Species Feline
Sex Female Breed Russian Blue
Birthday 12-13-16 Age 2y
ID Rabies
Color Gray Weight 7.00 lbs
Reminded (none) Codes

242JB2018's weight history (in lbs)

12-13-18 7.00

MEDICAL HISTORY

Date	By	Code	Description	Qty (Variance)	Amount
12-13-18	CU	APPT\$	Appointment notes for 12-13-18 DG: 12-13-18 at 6:23p: PTS stray cat		
		SA020	Superchem + CBC ANTECH		97.50
		SHELTEX	Shelter Mini Exam		15.00
		Age: 24m Weight: 7.00			
		FLUIDADM	Subcutaneous Fluid Administration		22.50
		ANTREQ	Antech Requisition 51141-AVI494200		
		PINSNAP	Shelter Felv/FIV Snap Test		25.00
		PENINJ	Penicillin Injection	0.30	10.50
		FAM	Famotidine 10mg/ml	0.15	10.50
		ONDAN	Ondansetron Injection 2mg/ml	0.15	10.50
		VITB12	B12 inj (1000mcg/ml)	0.20	6.08
		SHELMED	Shelter Medical Waste		2.00
12-14-18	CU	PENINJ	Penicillin Injection	0.30	10.95
		FAM	Famotidine 10mg/ml	0.15	10.66
		ENROFLO	Enrofloxacin injection 2.27%	0.60	10.68
		ONDAN	Ondansetron Injection 2mg/ml	0.15	10.61
		VITB12	B12 inj (1000mcg/ml)	0.20	6.08
		SHELMED	Shelter Medical Waste		2.00
		ROYALRE	Royal Canin Cat/Dog Recovery RS Cans	2	4.48
12-15-18	CU	FLUIDADM	Subcutaneous Fluid Administration		22.50
		PENINJ	Penicillin Injection	0.30	10.95
12-16-18	CU	ENROFL22	Enrofloxacin 22.7mg Tablet		7.31
12-17-18	CU	FLUIDADM	Subcutaneous Fluid Administration		22.50

Patient Chart for 242JB2018
Date: 04-09-19, Time: 10:49a

Client: Kit Lilly Charles River AC 2019

Page: 2

2019 APR 12 P 12:11

Date	By	Code	Description	Qty (Variance)	Amount
12-17-18	CU	PENINJ	Penicillin Injection	0.30	10.95
		ENROFLO	Enroflox (enrofloxacin injection 2.27%)	0.60	12.18
		VITB12	B12 inj (1000mcg/ml)	0.20	6.08
12-18-18	CU	VITB12	B12 inj (1000mcg/ml)	0.20	6.08
		PENINJ	Penicillin Injection	0.30	10.95
		ENROFLO	Enroflox (enrofloxacin injection 2.27%)	0.60	12.18
		FLUIDADM	Subcutaneous Fluid Administration		22.50
		VITAMINB	Vitamin B Complex Injectable		11.25
12-19-18	CU	VITB12	B12 inj (1000mcg/ml)	0.20	6.08
		PENINJ	Penicillin Injection	0.30	10.95
		ENROFLO	Enroflox (enrofloxacin injection 2.27%)	0.60	12.18
		FLUIDADM	Subcutaneous Fluid Administration		22.50
		VITAMINB	Vitamin B Complex Injectable		12.75
		DEXSP	Dexium-SP (Dex Sodium Phosphate) 4mg/ml	0.10	10.50
12-20-18	CU	VITB12	B12 inj (1000mcg/ml)	0.20	6.08
		PENINJ	Penicillin Injection	0.30	10.95
		ENROFLO	Enroflox (enrofloxacin injection 2.27%)	0.60	12.18
		XRAY1	Radiograph Single View		
		SHELDTK	Shelter DTK		30.00
		BEUTH	Beuthanasia Solution (Phenobarbital)	1.50	
		SHELMED	Shelter Medical Waste		2.00
		SHELTDIS	Shelter Discount 25%		

applied to individual charges

CHARGES Charges Checked - total = \$546.64

Charles River Alleycats

2019 APR 12 P 12:11

on Veterinary Hospital
70 Beacon Street
Somerville, MA 02143
617.661.9553

Date 12/13/18

Name	Age/DOB	Species: Feline / Kitten	Breed/Color	Weight lb / kg
2429B 2018		<input checked="" type="checkbox"/> M <input checked="" type="checkbox"/> FS <input type="checkbox"/> MN	<input checked="" type="checkbox"/> DSH <input type="checkbox"/> DMH <input type="checkbox"/> DLH	7.0

Contact Name / Phone Number / Pick Up Information

Jacqueline [REDACTED]

Reason for Visit

Found on [REDACTED] Somerville - was being
PTS // Found outside very pale seen @ Union square. feed by
Young 22 yrs - found was very dehydrated Tuesday night

Services Requested

Rabies Vax	Spay / Neuter - Ear Tip	Flea / Ear Mite Treatment	Anal Glands
Distemper Vax #1	4DX OR HW Test	Dewormer	Microchip
Distemper Vax #2	Combo FeLV + FIV Test	Strongid / Drontal / Panacur	Scan / Implant
Bordetella Vax	Shave Mats / Nail Trim	Bloodwork / Urine / Fecal	

Exam Notes

Physical Exam Checklist			
1. Gen. Appearance <input type="checkbox"/> Normal <input checked="" type="checkbox"/> Abnormal	5. Orthopedic <input type="checkbox"/> Normal <input type="checkbox"/> Abnormal	9. Lymph Nodes <input type="checkbox"/> Normal <input type="checkbox"/> Abnormal	13. Reproductive <input type="checkbox"/> Normal <input checked="" type="checkbox"/> Abnormal
2. Respiratory <input type="checkbox"/> Normal <input type="checkbox"/> Abnormal	6. Abdomen <input type="checkbox"/> Normal <input checked="" type="checkbox"/> Abnormal	10. Ears <input type="checkbox"/> Normal <input type="checkbox"/> Abnormal	BCS 4.0/5.0
3. Cardio <input checked="" type="checkbox"/> Normal <input type="checkbox"/> Abnormal	7. Integumentary <input type="checkbox"/> Normal <input type="checkbox"/> Abnormal	11. Eyes <input type="checkbox"/> Normal <input type="checkbox"/> Abnormal	Wt. 7.0
4. Musculo-Skeletal <input type="checkbox"/> Normal <input checked="" type="checkbox"/> Abnormal	8. Neuro <input type="checkbox"/> Normal <input checked="" type="checkbox"/> Abnormal	12. Oral <input type="checkbox"/> Normal <input type="checkbox"/> Abnormal	all adult no teeth

Date: 12/13/18
F.I.V. + (-)
FeLV + (-)
Heartworm + (-)

Severe weight loss. dehydrated. icteric m (pale) skin. Doxy abdomen, no mass effect

DDX: Hepatic lipidoses - 1°/2° to organ disease

Vaccines / Combo / Snap Stickers

PCV: 18%. (10% dehydrated)
TS 8.0

Additional Notes:

FOUND BY [REDACTED]

Charges - for clinic use only

Mini Exam	Purevax Rabies	Red Rabies 1 / 3	SQ Fluids	Drontal:	Pyrantel:	Panacur:
Spay / Neuter	IN RCP M / 1 / 3	DAPP M / 1 / 3	Microchip	Revolution:	BW:	U/A
4DX / Tricle	EVRCP M / 1 / 3	Lepto / Lyme	Bordetella			

NAME: Smokey - CRA.

Date	Notes	Initials
	2019 APR 12 P 12:11	
12/13/18	Drop off for CRA / good Samaritan fund was very sick = ^{CLYDE B. CLERK'S OFFICE} very ^{SOMERVILLE} symptoms for 1 year. If animal has been with Donna for	
7:0	Pt: very dehydration = 10% = old fund HR ↑ 220 bpm resp: ↑ rate GIT = dry abdomen DX: Hepatic lipidosis 2° to 1° disease = renal / metabolic other? Rec: CRF / Urea + Supp. care FELV / FIV potential esophagostomy tube placement. TV? ① Pen G 0.3 ml ② Famotidine 0.15 ml ondansetron 0.15 ml B12 0.2 ml. s/c fluids 75 ml. Sent CRF / Urea to lab FELV / FIV unknown = -/- Syringe feed 10 ml of H ₂ O w/ 10% food mixture.	
12/14/18	Still very dehydrated / not as old fund	
T: 99.8	Starts 25% R's 10 ml q 3-4 hrs 75 ml. s/c w/ Bcm 8 ³⁰ AM <input checked="" type="checkbox"/> KIV, 11 ³⁰ AM <input checked="" type="checkbox"/> KIV, 2 ³⁰ PM <input checked="" type="checkbox"/> KIV	
2 PM	PEN-G 0.3ml SQ <input checked="" type="checkbox"/> , BAYTRIL 0.6ml SQ <input checked="" type="checkbox"/> , FAMOTIDINE 0.15ml <input checked="" type="checkbox"/> ONDANSETRON 0.15ml <input checked="" type="checkbox"/> , VITAMIN B12 0.2ml <input checked="" type="checkbox"/>	

Huron Veterinary Hospital 70 Beacon St. Somerville, MA 02143
(617) 661-9553

NAME: Christmas Miracle

Date	Notes	Initials
	2019 APR 12 P 12:12	
12/15/18	10:30am - eating fancy feast on her own! Still gave 20ml of Recovery SQ + 100ml LRS SQ urine in litterbox, no feces	
	per CU, gave: Pen G 0.3ml SQ	
12/17/18	urine in box, gave fancy feast, ate a few bites. urinated on stool.	
9:00am	Gave 50ml LRS SQ, 0.3ml Pen G SQ, 0.6ml Baytril SQ & 0.2ml B12 SQ (SS)	
10:00am	20ml 50/50 mix RS Recovery + Warm water PO (SS)	
2:30pm	20ml 50/50 mix Recovery / water PO (SS)	
5:00pm	30ml 50/50 mix Recovery / H ₂ O PO, offered 1/4 cup dry (SS)	
12/18/18	Small amt. stool + urine in box, ate no dry overnight, 1-2 bites fancy feast	
8:30am	20ml 50/50 mix Recovery + Warm H ₂ O PO	
9:00am	0.2ml B12 SQ, 0.3ml Pen G SQ, 0.6ml Baytril SQ 75ml LRS + B complex SQ	
12:30pm	20ml Recovery slurry, normal stool in litterbox	
4:30pm	30ml Recovery slurry	
12/19/18	Small amount of stool in cage, ate tbsp wet food overnight Offered Fancy Feast, ate all gravy.	(SS)
8:30am	30ml Recovery Slurry (1 can + 70cc H ₂ O) 0.2ml B12, 0.3ml Pen G, 0.6ml Baytril SQ	
PO =	50ml LRS + B complex SQ	
11:30am	30ml Recovery PO 0.1ml Dex-SP SQ	
2:30pm	30ml Recovery PO	
5:30pm	30ml Recovery PO + 1 cap proviable Resp. effort ↑, per CU discontinue fluids. (SS)	
12/20/18	Lg. urine in cage on blanket, formed stool on blanket. Did not eat overnight. 0.2ml B12, 0.3ml Pen G, 0.6ml Baytril > SQ	
8:00am	30ml Recovery slurry PO	
11:00am	1st found / 2nd found re can count.	
	Radograph: Osified area of liver = Gall Bladder Adenocarcinoma vs biliary fluid in gall.	
3:30pm	PTS. Separated w/ D.K.T. 0.27ml I.M. EUTHANASIA w/ 1.5ml BUTORPHANOL I.V.	

Huron Veterinary Hospital 70 Beacon St. Somerville, MA 02143
(617) 661-9553

KJS/MM



800-872-1001

Huron Veterinary Hospital
ANTECH Acct No. 180286

Accession No. NYMY02216978
Received 12/14/2018
Reported 12/14/2018 04:09 AM

Doctor CHRISTOPHER ULRICH, MVB

2019 APR 12 P 12:12

Owner Pet Name
CHARLES RIVER AC 242JB2018
2017-18 KIT LILLY

Species Breed Sex Pet Age Chart#
Feline Russian Blue F 24M N
CITY CLERK'S OFFICE
SOMERVILLE, MA

Superchem				Complete Blood Count			
Tests	Results	Ref. Range	Units	Tests	Results	Ref. Range	Units
Total Protein	6.2	5.2-8.8	g/dL	WBC	40.6 (HIGH)	3.5-16.0	10 ³ /μL
Albumin	3.3	2.5-3.9	g/dL	RBC	3.6 (LOW)	5.92-9.93	10 ⁶ /μL
Globulin	2.9	2.3-5.3	g/dL	Hemoglobin	5.0 (LOW)	9.3-15.9	g/dL
A/G Ratio	1.1	0.35-1.5		Hematocrit	15 (LOW)	29-48	%
AST (SGOT)	66	10-100	IU/L	The hematocrit in this patient is <27. (Normal range 29-48). A recent study has indicated that >23% of anemic cats are infected with one or more species of hemoplasma and several studies confirm that PCR is significantly more sensitive in detecting hemoplasma. Antech now offers a Feline Hemoplasma (mycoplasma) PCR panel for detection of M. haemofelis, M. haemominutum and M. turicensis. To add this follow up test, please call customer service and request test code T985.			
ALT (SGPT)	153 (HIGH)	10-100	IU/L	MCV	42	37-61	fL
Alk Phosphatase	431 (HIGH)	6-102	IU/L	MCH	13.8	11-21	pg
GGTP	7	1-10	IU/L	MCHC	33	30-38	g/dL
Total Bilirubin	8.7 (HIGH)	0.1-0.4	mg/dL	Poikilocytosis	Moderate		
Urea Nitrogen	25	14-36	mg/dL	NRBC	4 (HIGH)	0-1	/100
Creatinine	0.8	0.6-2.4	mg/dL	WBC			
BUN/Creatinine Ratio	31	4-33		Blood Parasites	None Seen		
Phosphorus	4.7	2.4-8.2	mg/dL	Platelet Count	775 (HIGH)	200-500	10 ³ /μL
Glucose	180 (HIGH)	64-170	mg/dL	Platelet EST	Increased		
The glucose concentration in this cat is >170 mg/dL. A fructosamine level may be helpful in differentiating stress hyperglycemia from early or sub-clinical diabetes mellitus. If you would like to add on this test please call Customer Service. Please use test code 500016 for this additional testing.				Differential	Absolute %		
Calcium	9.0	8.2-10.8	mg/dL	Neutrophils (HIGH)	26796	66	2500-8500
Magnesium	2.0	1.5-2.5	mEq/L	Bands (HIGH)	406	1	0-150
Sodium	136 (LOW)	145-158	mEq/L	Lymphocytes	6902	17	1200-8000
Potassium	3.4	3.4-5.6	mEq/L	Monocytes (HIGH)	6090	15	0-600
Na/K Ratio	40	32-41		Eosinophils	406	1	0-1000
Chloride	82 (LOW)	104-128	mEq/L	Basophils	0	0	0-150
Cholesterol	330 (HIGH)	75-220	mg/dL	Comment	Blood smear reviewed by technologist.		
Triglycerides	335 (HIGH)	25-160	mg/dL				
Amylase	709	100-1200	IU/L				
PrecisionPSL™	52 (HIGH)	8-26	U/L				
PrecisionPSL™ elevations correlate closely with abnormal PLI concentrations. In cats with appropriate clinical signs, this PrecisionPSL™ is supportive of, but not definitive, for a diagnosis of pancreatitis. In cats without clinical signs of pancreatitis, a mild elevation is an insignificant finding.							
CPK	310	56-529	IU/L				
Comment Hemolysis 2+ No significant interference.							



Somerville MA

Mayor Joseph A. Curtatone

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City of Somerville 12:12
Massachusetts

City Clerk's Office
SOMERVILLE, MA

Approved
Nov 10, 2016 6:30 PM

Requesting the appointment of Michael Lapiana to the position of Animal Control Officer in the Police Department.

Information

Department:	Personnel	Sponsors:	
Category:	Mayor's Request	Purposes:	Appointment

Attachments

Animal Control Officer Job Description

Official Text

To the Honorable Board of Aldermen:

I hereby appoint, subject to your Board's confirmation, Michael Lapiana to the position of Animal Control Officer for the City of Somerville.

Respectfully submitted,

Joseph A. Curtatone
Mayor

Meeting History

Aug 25, 2016 7:00 PM Video	Board of Aldermen	Regular Meeting
RESULT: REFERRED FOR RECOMMENDATION		
Sep 12, 2016 6:00 PM	Confirmation of Appointments and Personnel Matters Committee	Committee Meeting
RESULT: APPROVED		
Sep 13, 2016 7:00 PM Video	Board of Aldermen	Regular Meeting
RESULT: REFERRED FOR RECOMMENDATION		
Oct 13, 2016 6:00 PM	Confirmation of Appointments and Personnel Matters Committee	Committee Meeting

Chairman Heuston explained that the candidate already came before the committee and was vetted. The reason this item is being discussed is because it was recently discovered that the 2 positions have different pay rates. Ms. Cooper discussed why there is a pay rate discrepancy. The collective bargaining agreement was looked. The person in the current position started as a part-time hourly employee. The pay rate was corrected and back pay is being paid retroactively. Chief Fallon told the members that both Animal Control Officers (ACO) report to Captain Cotter and are on the same level. Chairman Heuston explained her concern over the new position, which is a day position, and there being no night time differential.

Alderman Niedergang stated he feels there is no animal experience on the candidate's resume and asked how this person is qualified. Alderman Davis stated he sees nothing related to animal care and control and asked how the appointment decision was made and if the position is posted publicly. Chief Fallon explained that Mr. LaPiana completed training and certifications for the job and has all of the training to complete his job. He is going to the Animal Control Academy. Capt. Cotter explained that the candidate is doing a great job and is passionate about the job. He is enthusiastic and cares about animals. Ms. Cooper explained that this is an appointed position and is unique. The candidate has worked for the city for quite some time. Alderman Davis asked if any others were considered for this position and was told that this was the only person interviewed. Chairman Heuston asked if this position was posted and Ms. Cooper stated it was not. Alderman Sullivan asked if there was an internal posting and was told that there was no posting.

Alderman Davis feels there is a requirement needed beyond what he sees in the resume. He can't speak for the qualifications, but is speaking based on what he is reading. Alderman Niedergang feels this hire is a disservice to the city and believes that a more qualified person should have been hired, adding that he would not vote to approve this appointment if he was a member of this committee.

Chief Fallon stated the SPD is confident in the candidate's ability and Capt. Cotter stated the candidate is doing the job well. He is learning and developing rapidly. If he can't do the job it will be dealt with. Alderman Davis asked about the oversight process of the candidate and how the union could impact the discipline of this position and if there is substantive standard to maintain. Capt. Cotter explained how the ACO are supervised. They are located at the police station and report to the SPD. The positions fall within the SPD chain of command. Chief Fallon explained how the candidate would be held accountable by the SPD.

Chairman Heuston asked if both ACO positions are mayoral appointments and Ms. Cooper answered that they are. Chairman Heuston is comfortable approving this appointment after hearing that the SPD oversees the position and said that she will be weighing in on the performance. Chairman Heuston requested a list of all appointments that come before this committee. Alderman Davis does not want to be a rubber stamp and cannot support this appointment at this time. He would like to know more about the training and how it qualifies the candidate, if there are grades or if it is pass/fail. He wants more information on the certifications and classes that are being relied upon. Alderman McWatters would like the candidate back before the committee, adding that he feels the Administration picks good candidates. Alderman Sullivan is inclined to support the candidate but is happy to wait for more information. He would like to see the curriculum and make sure that the candidate passed the course.

RESULT: KEPT IN COMMITTEE

Nov 7, 2016 6:00 PM

**Confirmation
of
Appointments Committee Meeting
and Personnel Matters
Committee**

Mr. Lapiana completed 49 hours of training in Rhode Island last September. This spring, he will attend a 12 week program to obtain his certification. The training will be held one day per week. Alderman Rossetti asked if it was normal to hire someone before training has been completed. Chairman Heuston asked if the training was provided by an accredited institution. Mr. Lapiana has, or will, receive training regarding animal capture, strategies, record keeping and crime scene investigation. As part of the original meeting on this matter, it was discovered that there was some disparity in salary between employees.

RESULT: APPROVED

Nov 10, 2016 6:30 PM Video

**Board of
Aldermen**

Regular Meeting

RESULT: APPROVED